

2015 & 2016 AIC Gas-Only Employee Headcount					
Department	Actual May-15	Actual Jun-15	Forecast Jun-15	Forecast Dec-15	Forecast Dec-16
F53 - IL Division Operations	503	502	498	498	513
DCI - Distribution Control IL	11	11	11	11	11
DDC - Distribution Design Center	10	10	10	10	14
DVP - Division I	92	92	97	97	102
DVQ - Division II	50	50	51	50	50
DVR - Division III	57	57	62	61	61
DVU - Division IV	79	79	83	83	85
DVV - Division V	74	74	71	71	73
DVW - Division VI	99	98	109	109	111
IMP - IL Metering and Projects	19	19	20	22	22
IOS - IL Construction Services	10	10	12	11	11
SGI - SGI and E/G Sys Imp	2	2	2	2	2
VCF53 - Vacancy Factor 53 Rollup			-30	-29	-29
F66 - Illinois Regulatory	2	2	0	0	0
IFS - IL Regulatory and Financial Svcs	2	2	0	0	0
F57 - IL Gas Ops and Svcs	273	278	291	286	311
GAS - Gas Operations Support	256	261	272	266	291
GBD - Gas Business Dev	2	2	2	3	3
IGS - Gas Supply - IL	15	15	17	17	17
Grand Total	778	782	789	784	824
	Month End	# of Employee		Month End	# of Employee
	Jun-15	782		Dec-15	784
	Dec-15	784		Dec-16	824
	Change	2		Change	40

2015 Open Positions					
Department	Position Type	Status	Expected Fill Date	Incremental/Attrition	Reason for Position(s)
DVP - Division I	Journeyman / Apprentice *	Screening for interviews	3rd Quarter 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
	Journeyman / Apprentice *	Screening for interviews	3rd Quarter 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
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DVR - Division III	Operations Coordinator (Gas)	Requisition Posted	August 2015	Attrition	Needed to provide support to Gas Supervision for administrative tasks related to tracking and managing daily crew work, including tracking work schedules, due dates, and other metrics associated with completing construction and maintenance activities. Communicates with other internal stakeholders to ensure future work is properly planned and scheduled to ensure it can be completed in a safe and timely fashion.
	Journeyman / Apprentice *	Requisition approved	August 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
	Journeyman / Apprentice *	Requisition approved	August 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
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DVU - Division IV	Journeyman / Apprentice *	Requisition approved	October 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
	Journeyman / Apprentice *	Requisition approved	October 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
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DVW - Division VI	Gas Engineer	Hired	August 2015	Attrition	The Division Engineer provides design, analysis, and support for distribution projects involving customer work, main installations and maintenance, metering, government relocates, and general regulatory requirements.
	Journeyman / Apprentice *	Requisition Posted	3rd Quarter 2015	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
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	Journeyman / Apprentice *	Requisition Pending	4th quarter	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
	Journeyman / Apprentice *	Requisition Pending	4th quarter	Attrition	Need is based on existing and ongoing work levels / Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response
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IMP - IL Metering and Projects	Gas Meter Repairman	Requisition Posted	July 2015	Attrition	Position is required to handle additional work associated with AMI project. Module inventory and testing and exchanged index processing. Responsibilities would include receiving gas meters via MMS, repair large diaphragm gas meters, repair domestic meters, painting domestic and large diaphragm.
	Gas Meter Repairman	Requisition Posted	August 2015	Attrition	Position is required to handle additional work associated with AMI project. Module inventory and testing and exchanged index processing. Responsibilities would include receiving gas meters via MMS, repair large diaphragm gas meters, repair domestic meters, painting domestic and large diaphragm.
	Gas Meter Repairman	Posting in 3rd Quarter 2015	September 2015	Attrition	Position is required to handle additional work associated with AMI project. Module inventory and testing and exchanged index processing. Responsibilities would include receiving gas meters via MMS, repair large diaphragm gas meters, repair domestic meters, painting domestic and large diaphragm.
IOS - IL Construction Services	Construction Service Supervisor	Screening for interviews	August 2015	Incremental	Position will provide oversight and support for the increased level of contractor construction and maintenance work being performed at AIC. The position supervises inspectors monitoring contractor work being performed on all facets of gas facility maintenance and replacement projects to ensure compliance with designs, standards, and procedures.
GAS - Gas Operations Support	Superintendent	Requisition approved	3rd Quarter 2015	Incremental	Gas regulation and metering operations activities have grown due to additional work performed on metering and regulation facilities due to electronic equipment and upgrading and replacement of obsolete facilities. The Superintendent will provide leadership and additional oversight to front line supervisors as well as will provide consistency, reinforce expectations, manage performance, and communicate effectively throughout the Divisions and AIC. Responsibilities include: oversee field and operational activities including pressure control, odorization, measurement, tapping and stopping, and and customer installations.
	Manager	Candidates Selected	3rd Quarter 2015	Incremental	Gas regulation and metering operations activities have grown due to additional work performed on metering and regulation facilities due to electronic equipment and upgrading and replacement of obsolete facilities. The position is needed to oversee all field measurement and control operations is essential in support of complying with regulatory and business requirements such as the ICC, Union, AIC, PHMSA, training, accountability and performance expectations. Responsibilities include: ensuring quality, performance, and expectation metrics are met for responsibility areas; develop management employees; manage pipeline compliance and implement process and procedural improvements; provide detailed analysis and recommendations to better align consistency, procedures, and performance expectations; coordinate and communicate effectively with internal & external customers; develop skills of supervisor team including teamwork, communication, decision making, and function outside of the organization as an AIC representative subject matter expert with industry associations and the ICC pipeline safety staff.

2015 Open Positions					
Department	Position Type	Status	Expected Fill Date	Incremental/Attrition	Reason for Position(s)
	Project Manager	Requisition Pending	3rd Quarter 2015	Incremental	The position will support large project oversight and administration for Gas transmission and Storage projects, specifically Project Manager is responsible for the successful planning, completion and operational integration of new transmission projects into Ameren's Gas Transmission system. The positing also ensures internal project controls and metrics are met to ensure timely and effective project execution.
	Project Manager	Requisition Pending	3rd Quarter 2015	Incremental	The position will support large project oversight and administration for Gas transmission and Storage projects, specifically Project Manager is responsible for the successful planning, completion and operational integration of new transmission projects into Ameren's Gas Transmission system. The positing also ensures internal project controls and metrics are met to ensure timely and effective project execution.
	Gas Engineer	Hired	July 2015	Incremental	Will provide pipeline engineering in support of new Federal Regulations around Transmission MAOP and Integrity Verification Requirements. Engineering staff will be focused on the scoping, design, construction, and oversight of AIC transmission projects resulting from new regulatory requirements for establishing and maintaining adequate MAOP's and System Integrity. Engineer positions are also feeders into other leadership and operational positions, additional staffing will allow for continuity during staffing transitions.
	Gas Engineer	Hired	August 2015	Incremental	Will provide pipeline engineering in support of new Federal Regulations around Transmission MAOP and Integrity Verification Requirements. Engineering staff will be focused on the scoping, design, construction, and oversight of AIC transmission projects resulting from new regulatory requirements for establishing and maintaining adequate MAOP's and System Integrity. Engineer positions are also feeders into other leadership and operational positions, additional staffing will allow for continuity during staffing transitions.
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	Gas Engineer	Interviews completed	September 2015	Incremental	Will provide pipeline engineering in support of new Federal Regulations around Transmission MAOP and Integrity Verification Requirements. Engineering staff will be focused on the scoping, design, construction, and oversight of AIC transmission projects resulting from new regulatory requirements for establishing and maintaining adequate MAOP's and System Integrity. Engineer positions are also feeders into other leadership and operational positions, additional staffing will allow for continuity during staffing transitions.
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	Gas Engineer	Requisition approved	4th Quarter 2015	Incremental	Will provide pipeline engineering in support of new Federal Regulations around Transmission MAOP and Integrity Verification Requirements. Engineering staff will be focused on the scoping, design, construction, and oversight of AIC transmission projects resulting from new regulatory requirements for establishing and maintaining adequate MAOP's and System Integrity. Engineer positions are also feeders into other leadership and operational positions, additional staffing will allow for continuity during staffing transitions.
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	Corrosion Control Technician	Hired	July 2015	Attrition	Corrosion Control Technician performs required regulatory actions including surveys of test point readings, rectifier reads, isolated service surveys, evaluates cathodic protection equipment and data for problems. Investigates cathodic protection systems for stray currents, direct shorts, contacts, coating damage, interference, and depleted anodes. Creates work requests/job orders to remediate the deficient situation. Performs pipe examinations and recommends actions.
	Gas Training Specialist (Welding)	Posted	August 2015	Incremental	To support the development and qualification of AIC company and contractor welders supporting increase number of planned projects. Responsibilities include assisting the department in the testing of Welders to establish and maintain required qualifications to weld on the AIC gas system. The training specialist will work under the direction of the Sr. Gas Training Supervisor (Welding) to assist in the training of new welders and continuing training for existing welders.
	Gas Records Specialist	Hired	July 2015	Incremental	To assist in the development and implementation of record governance for engineering, construction and maintenance record and mapping standards for the Ameren Illinois gas transmission, distribution and storage operations. The Specialist will work in the Gas Standards and Procedures team in the development, implementation, and sustainability of gas records governance policies procedures, and processes; record requirements for the lifecycles of gas transmission and distribution assets; standardize record processes for the design, construction and maintenance of transmission, distribution, and storage facilities; standardize mapping processes and policies; lagging and leading performance metrics and self-assessment processes; and management review program.
	Pipeline Integrity Specialist	Posted	September 2015	Incremental	The need is to perform technical support for the ongoing TIMP field assessment activities, survey and identification of identified sites and HCA's, and oversight of contractors conducting field assessment activities. Provide support for Class Location surveys, review of data, records, and maps and provide updates of attribute information.
	Engineer	Offer Pending	December 2015	Incremental	Provide technical leadership for management and implementation of TIMP Program, perform project manager duties for in-line inspection work, assist with technical evaluations for ECDA assessments, develop and lead risk modeling efforts, manage erosion and encroachment mitigation activities, ensure compliance with TIMP Plan requirements including analysis, P&M recommendations, preparing reports, performing root cause analysis and general technical support of the TIMP Program.
	Gas Records Specialist	Requisition approved	August 2015	Incremental	The positions will provide assistance for engineering, drafting, and records. Update and maintain gas system databases, GIS records, G-Tech records, Gas Compliance System records, Construction as-builts, Project Records, or other electronic data bases with project updates and changes as needed. Prepare maps, construction drawings, and project files.
GBD - Gas Business Dev	Gas Business Development Specialist	Candidates Selected	August 2015	Incremental	To assist with AIC's gas customer growth initiatives and supporting the overall development activities of projects. Responsibilities include develop and oversee infrastructure projects, including engineering and project development; actively promote customer growth initiatives within AIC service territory; participate in deal structuring and due diligence activities; and conduct ad hoc market research and analysis as required during project development.
* Journeyman / Apprentice	These positions are posted internally and externally with a preference for journeyman. Qualified gas journeyman are generally not available for hire externally and therefore most positions filled are with a gas apprentice that enters the apprentice training program.				

2016 Open Positions				
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DDC - Distribution Design Center	Damage Prevention Specialists	April 2016	Incremental	This position will manage and execute the AIC Watch & Protect program to continue to reduce the damage occurrences and the related system integrity/ public safety risk pose due to third party excavation damage. The activities include meeting with third party excavators at job sites verify excavation practices are being performed according to regulations, provide safe digging education and resources, meet with problem excavators that have a history of damaging AIC facilities, perform quality assurance including auditing AIC contract locators; assist with difficult to locate facilities; and contacting new homeowners to educate and inform them on excavation notification requirements.
	Damage Prevention Specialists	April 2016	Incremental	This position will manage and execute the AIC Watch & Protect program to continue to reduce the damage occurrences and the related system integrity/ public safety risk pose due to third party excavation damage. The activities include meeting with third party excavators at job sites verify excavation practices are being performed according to regulations, provide safe digging education and resources, meet with problem excavators that have a history of damaging AIC facilities, perform quality assurance including auditing AIC contract locators; assist with difficult to locate facilities; and contacting new homeowners to educate and inform them on excavation notification requirements.
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DVP - Division I	Journeyman / Apprentice *	2nd Quarter 2016	Incremental	The Gas Journeyman positions will primarily support new facility installations in support of new business expansions as well as support general gas system maintenance, emergency leak response, leak repairs, and service and main facility replacement work. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
	Journeyman / Apprentice *	2nd Quarter 2016	Incremental	The Gas Journeyman positions will primarily support new facility installations in support of new business expansions as well as support general gas system maintenance, emergency leak response, leak repairs, and service and main facility replacement work. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
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DVU - Division IV	Journeyman / Apprentice *	January 2016	Incremental	Positions will reduce support work currently performed by Troubleman Journeyman that have been used for construction/crew work due to apprentice to journeyman ratio and thus Tuesday-Saturday shifts currently being covered by OT. The Gas Journeyman positions will primarily support new facility installations in support of new business expansions as well as support general gas system maintenance, emergency leak response, leak repairs, and service and main facility replacement work. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
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DVV - Division V				Alton has experienced considerable leakage with aged infrastructure in the Division. This position would re-establish a dedicated leakage repair crew for the Alton OC. Currently when leaks are discovered or dig in's take place we must shut down a crew working compliance or customer activities. This puts significant pressure on both compliance and customer satisfaction. This crew would begin eliminating below grade leakage backlog and would be able to reduce the addition of leaks on the backlog from the annual surveys. We would also use this crew to reduce inactive services. The addition of a crew will also help to reduce OT long term in the Alton OC and establish a more proactive leakage management program. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
	Journeyman / Apprentice *	January 2016	Incremental	
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DVW - Division VI				The positions would establish dedicated emergency response personnel in Mt Vernon & Centralia for improved emergency response by creating dedicated 24 hour coverage periods. During normal business hours, these employees will do daily orders, compliance activities and assist Benton/Marion under the jurisdictional agreement. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
	Journeyman / Apprentice *	1st Quarter 2016	Incremental	
	Journeyman / Apprentice *	1st Quarter 2016	Incremental	The positions would establish dedicated emergency response personnel in Mt Vernon & Centralia for improved emergency response by creating dedicated 24 hour coverage periods. During normal business hours, these employees will do daily orders, compliance activities and assist Benton/Marion under the jurisdictional agreement. Apprentices are union represented positions that begin the 27 month apprenticeship training program towards gas journeyman to obtain qualifications to perform customer service, construction, operations, maintenance, and emergency response.
GAS - Gas Operations Support	Gas Control Technician	April 2016	Incremental	Need is to improve operation and complete additional maintenance activities within the Gas Storage Fields. Additional position will minimize scheduling problems and maximize storage field availability. Responsibilities include calibrating gas processing controls; level control; alarm management; new technology installs; ultra-sonic metering installs, configurations, maintenance, and calibrations; trouble shooting; and control wiring.
	Gas Control Technician	April 2016	Incremental	Need is to improve operation and complete additional maintenance activities within the Gas Storage Fields. Additional position will minimize scheduling problems and maximize storage field availability. Responsibilities include calibrating gas processing controls; level control; alarm management; new technology installs; ultra-sonic metering installs, configurations, maintenance, and calibrations; trouble shooting; and control wiring.
	Gas Regulator Technician	July 2016	Incremental	These positions will provide greater focus on the maintenance and operational needs of large industrial and commercial metering and regulating installations and address deficiencies discovered during facility inspections. Primary responsibilities include calibrating gas correctors and ERX; odorization; overtime calls; responding to AOC's; metering; trouble shooting; as well as also supporting facility construction; and tapping and stopping due to increased construction activity.
	Gas Regulator Technician	July 2016	Incremental	These positions will provide greater focus on the maintenance and operational needs of large industrial and commercial metering and regulating installations and address deficiencies discovered during facility inspections. Primary responsibilities include calibrating gas correctors and ERX; odorization; overtime calls; responding to AOC's; metering; trouble shooting; as well as also supporting facility construction; and tapping and stopping due to increased construction activity.
	Gas Engineer	January 2016	Incremental	Will provide pipeline engineering in support of new Federal Regulations around Transmission MAOP and Integrity Verification Requirements. Engineering staff will be focused on the scoping, design, construction, and oversight of AIC transmission projects resulting from new regulatory requirements for establishing and maintaining adequate MAOP's and System Integrity. Engineer positions are also feeders into other leadership and operational positions, additional staffing will allow for continuity during staffing transitions.
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	Gas Records Specialist	January 2016	Incremental	Positions will support the growing gas T&D mapping, records, MAOP, and design and project support needs of GTS organization. Staff will support the key functions supporting the GTS design groups including drafting, posting, GIS database updates and data retrieval, work order processing, records scanning and management, MAOP records management, purchasing and purchase order preparation, project closures, and performance metrics updating.
	Gas Records Specialist	January 2016	Incremental	Positions will support the growing gas T&D mapping, records, MAOP, and design and project support needs of GTS organization. Staff will support the key functions supporting the GTS design groups including drafting, posting, GIS database updates and data retrieval, work order processing, records scanning and management, MAOP records management, purchasing and purchase order preparation, project closures, and performance metrics updating.
	Manager Project Management	January 2016	Incremental	Position will lead a team responsible for project scheduling and project management of large projects, being designed and constructed Gas Technical Services - Engineering functions. Manager will lead a team that is responsible to ensure all required activities from inception to completion are scheduled, managed, and completed in a timely basis for all large projects being designed and constructed Gas Technical Services - Engineering functions.
	Project Scheduler	January 2016	Incremental	Position will provide project scheduling to large projects being designed and constructed Gas Technical Services - Engineering functions. Project scheduler will be responsible for detailed project scheduling for all activities associated with the design, installation, and activation of large gas capital projects.
	Supervising Engineer- Measurement &	January 2016	Incremental	The position will supervise and lead a team of engineers responsible for the design and implementation of SCADA, electronics, odorization, and all electronic equipment within pressure control, measurement, and flow control facilities. The contiguous expansion of electronics in the gas industry has increased the need for design and technical support of electronic equipment.
	Gas Storage Drafter	April 2016	Incremental	Position will support the ongoing need for drafting services for as built, drawing updates, record management for gas storage facilities. Currently support is predominantly provided by contractors.
	Gas Storage Facility Engineer	April 2016	Incremental	Provide additional facility engineering support for gas storage facility support and design. Responsibilities include oversee and manage facility replacement programs, provide overall facility engineering support, and provide some effort in replacing outside consulting resources.
	Gas Storage Journeyman	July 2016	Incremental	Additional position needed to perform operations and maintenance activities for natural gas driven compressors, dehydration units, and gathering line maintenance.
	Gas Storage Petroleum Engineer-Mod	July 2016	Incremental	Provide additional reservoir engineering support for gas storage reservoirs. Responsibilities include oversee and manage well and logging programs and maintain and organize reservoir operation.
	Gas Storage Specialist	July 2016	Incremental	Provide technical services for the handling of data for gas storage facilities. Responsibilities include maintain and organize well logs and data, reservoir data, and gas storage databases.
	Gas Storage Supervising Engineer	April 2016	Incremental	Position being created to address the two different needs of well and reservoir type work and facility type work. One existing position will be used for well and reservoir type work and the new position will be over the facility type work in gas storage.
	Engineer	April 2016	Incremental	The Gas Compliance System (GCS) is currently supported by an Engineer and a Gas Compliance Specialist. With GCS being replaced by two systems, Maximo and ClickSoftware, as a result of the GCAM project, it is necessary to add an additional Engineer to be able to support the two systems, and still be able to develop and support improvements and additional functionality post go-live. There are two major Maximo/ClickSoftware projects planned in the near term for Regulator Station Design and Business Intelligence which will require the support of an Engineer and the Supervising Engineer - Gas Compliance to insure success. Additionally, it is envisioned that Maximo and ClickSoftware will replace OAS and DOJM for gas work. Those projects will also require the support of an Engineer and the Supervising Engineer - Gas Compliance. In order to support these planned projects as well as provide ongoing support of Maximo and ClickSoftware for compliance activities, four resources are necessary including Supervising Engineer - Gas Compliance (existing), Engineer (existing), Engineer (new), and a Gas Compliance Specialist (existing).
	Gas Engineer	January 2016	Incremental	To develop and implement a gas material tracking and traceability program in support of new Pipeline Safety regulatory requirements. Responsibilities include scope out the requirements for gas material traceability, identify the technology required, and implement and maintain a gas material traceability program.
	Gas Records Specialist- QA	July 2016	Incremental	To implement a gas record management program. Responsibilities include perform QA/QC activities on all gas maintenance and construction records; ensure that records are accurately mapped and associated with correct facility ID; and archive gas records in accordance with Corporate Governance procedures.
	Gas Records Specialist- QA	July 2016	Incremental	To implement a gas record management program. Responsibilities include perform QA/QC activities on all gas maintenance and construction records; ensure that records are accurately mapped and associated with correct facility ID; and archive gas records in accordance with Corporate Governance procedures.
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2016 Open Positions				
Department	Position Type	Expected Fill Date	Incremental/Attrition	Reason for Position(s)
	These positions are posted internally and externally with a preference for journeyman. Qualified gas journeyman are generally not available for hire externally and therefore most positions filled are with a gas apprentice that enters the apprentice training program.			
* Journeyman / Apprentice				